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CENTRAL INTELLIGENCE AGENCY

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COUNTRY East Germany

REPORT

SUBJECT Central Commission for State Control
(ZKStK): Personnel Problems in the
East German Chemical Program

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50X1-HUM

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implementation
of coordinated plans for the training and procurement of new cadres
(Nachwuchskader) for the East German chemical program.

1. Targets

Cadre policy as related to the economy includes the framing of personnel requirements; the filling of these requirements by annual planning for university admittance; the placing of graduates. and the planned long-term covering of cadre requirements; the preparations of new generations for formal studies; adult training and preparation for a second profession; the efficacy of company schools (Betriebsakademien) and the methodical placement of their graduates in the enterprise.

2. Formal Regulations

New regulations are in preparation for various areas (Komplexe), particularly for adult training (Erwachsenenqualifizierung) and professional training (Berufsausbildung). In July 1959, the SED Central Committee published propositions (Thesen) which were to be discussed prior to the Conference on Professional Education which is to take place in early December 1959. As of September 1959, only one new plan of instruction, i.e., for the chemical field, had been introduced into professional training. It is expected that formal regulations will be set up after the Conference. Requirements planning, fulfillment of requirements, guidance of graduates, and recruitment are parts of a tightly-knit planning mechanism which was established on paper in a comprehensive resolution passed by the Central Committee on 7 January 1959. In its investigations, the ZKStK is guided by this resolution and its subsequent amendments.

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S-E-C-R-E-T
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-2-

3. Results of the Investigations

It is evident that the Central Committee resolution is almost unknown in both central and local State Apparate (Apparate), as well as in industrial administration (in der Wirtschaft). Almost everywhere cadre work is considered the province of the personnel department and plant management fails to extend its influence to this domain. Neither State nor central authorities has a comprehensive grasp of the cadre situation in its own apparat, much less of that in subordinate institutions. The commissions for new scientific technical personnel, the formation of which was envisioned in the Central Committee resolution, either failed to be formed at all or, when formed, have been rendered ineffectual by the failure of the administrative organs of the industry (Wirtschaftsapparat) to cooperate; these commissions are being referred to the deputies for education in the Bezirke. The confusion is such that Deputy Chairman of the State Planning Commission Walter Hiecke himself actually recommended this procedure in discussions with the chairmen of the economic councils. Contrary to the intent of the Central Commission resolution, there is virtually no accountability for personnel planning or for the implementation of such plans. Guidance of graduates is done on the initiative of universities and specialized schools (Fachschulen) and is not under State direction. The placement plan (Einsatzplan) was issued too late because the placement commissions delayed the start of their work. This resulted in a lack of disciplined procedure in numerous cases and in a failure to guide new blood to employment in accordance with the needs of the economy. This points to a weakness in the structure of the State Apparat which does not include organs of the State Secretariat for Academic Affairs (Staatssekretariat fuer Hochschulwesen) nor of the State Planning Commission in the Bezirke. The State Secretariat for Academic Affairs, contrary to the Central Committee resolution, has failed to make available the descriptions of professional opportunities (Berufsbilder). Such material is indispensable for recruitment and placement. The VVB's (Vereinigungen Volkseigener Betriebe - Associations of Nationalized Concerns) which were investigated have given no guidance in matters of personnel training and have only a very hazy idea about company schools (Betriebsakademien) which might be starting up in their areas. A further weakness in the structure of the State Apparat is inherent in the circumstance that specialized departments of the Bezirk councils negotiate unilaterally with the Kreise. As a result there is no comprehensive understanding at Bezirk level of the guidance of graduates. There is a total absence of coordination of cadre planning and reconstruction (Rekonstruktion) planning; the connection has been completely overlooked. There is confusion in the State Planning Commission where subordinate offices have not been informed of the Central Committee resolution. Furthermore, the deadlines set in the resolution are contradictory and unrealistic, resulting in duplication of effort detrimental to the authority of the State Apparat. The scientific bases necessary to establishing index figures (Eckkennziffern) are lacking. There is no comprehensive documentation on this topic. Specialized departments use individual methods. While the work on cadre requirements planning was already in progress, the State Planning Commission made a basic change in plan methodology by shifting from planning on the basis of objective requirements (objektiver Bedarf) to planning according to the allegedly available capacities in universities and specialized schools. However, there is no one in the DDR who can make even an approximately reliable estimate of these capacities. As additional result of the investigation, it was found that

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S-E-C-R-E-T
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-3-

50X1-HUM

there exists absolutely no planning for translator-interpreter requirements and that therefore a very serious situation has developed wherein this profession is being practiced by highly undesirable elements; there are no reliable new candidates in view. Finally, it was discovered that rather than cooperating, the State Secretariat for Academic Affairs and the State Planning Commission were working at cross purposes. In the State Secretariat there is faulty coordination of the work of the individual departments. This situation has gone so far that even the State Secretariat's own plan for the chemical program is known in only fragmentary form to its officials and even the Deputy State Secretary is unaware of the pertinent resolutions of the Central Committee which bear on his responsibilities.

4. Comparison between the DDR and the USSR

A comparison was made by the ZKStK of cadre figures available from the DDR Central Office of Statistics with figures available on the Soviet Union. The comparison showed the following:

- a. In the DDR, the relative number of personnel placements in material production areas is noticeably smaller than in the USSR (in both countries the majority of specialists go into the non-material field).
- b. According to the Training Plan (Ausbildungsplan) fewer DDR specialized school graduates go on to universities than in the Soviet Union.
- c. In the DDR, administrative cadres outweigh the technical cadres. In the USSR, however, individuals with practical experience only (Praktikanten) are also brought into the administrative sectors. In the DDR there exists the danger that the younger generation may be tempted to abandon technical jobs for positions in administrations.

5. ZKStK Cooperation

The ZKStK has cooperated in the following:

- a. The decree for the establishment of the commissions for new scientific-technical personnel (wissenschaftlich-technischer Nachwuchs) which was issued on 23 July 1959. This decree provides the departments for academic matters with partners in the Bezirk through the Bezirk secretaries.
- b. The lists of professional opportunities (Berufsbilder) were published in early June 1959. They varied in quality. The revisions will be based on standardized directions.
- c. In September 1959, a directive on cadre policy was issued to all responsible officials (Bevollmaechtigte).
- d. Based on a pattern established in Dresden, discussions are to be held in October 1959 with the Party secretaries, concerning the establishment of helper groups (Helfer-Aktivs) in Leipzig and Halle universities after the start of the new semester. It was agreed that the ZKStK would take over sponsorship of the Helfer-Aktivs at the Dresden Technical Academy (Technische Hochschule Dresden) and at the specialized schools (Fachschulen) in Zittau and Meissen.

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S-E-C-R-E-T
NOFORN

-4-

50X1-HUM

- e. The ZKStK prepared an article for publication in Neues Deutschland, but so far it has not appeared.

6. Current and Future Work of the ZKStK

The following work is in progress:

- a. Concurrent with the assumption by ZKStK of the above-mentioned sponsorship of the Helfer-Aktive, an explanation of ZKStK instructions will be given to the responsible officials in Leipzig, Halle and Dresden. ZKStK officer Tatzkow will affiliate himself with the Helfer-Aktive in the universities, since no assistance can be expected from the responsible officials.
- b. Since material collected so far concerns the industrial sector only, a dispatch with concrete questions concerning the field of agriculture is in preparation and will be forwarded to the responsible officials in Bezirk Schwerin.
- c. A contribution to the discussions at the Conference on Professional Education is to be prepared. ZKStK suggestions on the preparation of Conference topics on long-range planning in the academic field have been submitted to the State Planning Commission.
- d. The next investigation will encompass the various forms of correspondence and night school courses.

7. Recommendations:

The next aptitude tests should be given by the VVB's and by the enterprises. Thorough follow-up checks should be made with emphasis on the 1960 guidance of graduates; this has already suffered a delay of several weeks.

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